IN THE UNITED STATES DISTRICT COURT FOR THE SOUTHERN DISTRICT OF TEXAS HOUSTON DIVISION

IBIM HARRY,	§	
Plaintiff,	& &	
VS.	§	Cause No.
	§	
DALLAS HOUSING AUTHORITY	§	
	§	
Defendant.	§	

NOTICE OF REMOVAL OF ACTION

TO THE CLERK OF THE ABOVE-ENTITLED COURT:

PLEASE TAKE NOTICE THAT Defendant Dallas Housing Authority ("DHA") removes to this Court the state court action described below:

- 1. Originally, on September 20, 2013, Plaintiff filed this action in the 270th Judicial District Court of Harris County, Texas (hereinafter referred to as the "State Court"), styled *Ibim Harry v. Dallas Housing Authority*, Cause No. 2013-56013, as more fully described in Plaintiff's Original Petition (hereinafter referred to as "Plaintiff's Petition").
- 2. In Plaintiff's Petition, Plaintiff Ibim Harry ("Harry") attempts to assert various claims against Defendant under Title VII of the Civil Rights Act of 1964 and/or 42 U.S.C. § 2000e et seq. arising out of his employment with Defendant Dallas Housing Authority. See Plaintiff's Petition at 2.
- 3. After being served with process on September 30, 2013, Defendant timely filed its answer in the State Court on or about October 13, 2013, denying Plaintiff's allegations and asserting a motion to transfer venue from Harris County to Dallas County where the cause(s) of action (if any) accrued and where Defendant's offices are located.

- 4. Defendant files this notice of removal within the 30-day time period required by 28 U.S.C. §1446(b).
- 5. Said cause is currently pending in the 270th Judicial District Court of Harris County,
 Texas.
- 6. Pursuant to Local Rule 81, a copy of an electronic version of the State Court's docket sheet and all documents filed in the State Court action are attached hereto as Exhibits "1" through "5" and incorporated herein.
- 5. This action is a civil action of which this Court has original jurisdiction under 28 U.S.C. § 1331 and is one which may be removed to this Court by Defendant pursuant to the provisions of 28 U.S.C. § 1441(c) in that it arises under the laws of the United States, in that Plaintiff has attempted to state a claim under Title VII of the Civil Rights Act of 1964 and/or 42 U.S.C. § 2000e et seq. for alleged employment discrimination.
- 6. On the same date as the date of filing of this Notice of Removal, Defendant has given the 270th Judicial District Court of Harris County, Texas written notice of this removal.
- 7. Venue is proper in this district under 28 U.S.C. §1441(a) because this district and division embrace the place where the removed action has been pending.
- 8. Defendant provides the following additional information regarding counsel for Plaintiff and Defendant:

Debra V. Jennings State Bar No. 10631850 6140 HWY. #6, #269 Houston, Texas 77459 (832)230-4455 – Telephone (832)230-4452 - Facsimile Attorney for Plaintiff Gerald Bright (Attorney-in-charge)
David Craft
Walker Bright, PC
100 N. Central Expressway, Suite 800
Richardson, Texas 75080
(972) 744-0192
Attorneys for Defendant

WHEREFORE, PREMISES CONSIDERED, Defendant respectfully requests that this action be removed to this Court, and prays for such other and further relief as Defendant may show itself justly entitled.

Respectfully submitted,

WALKER BRIGHT, PC 100 N. Central Expressway, Suite 800 Richardson, Texas 75080

Telephone : (972) 744-0192 Facsimile : (972) 744-0067

/s/ Gerald Bright

Gerald Bright State Bar No. 02991720 David L. Craft State Bar No. 00790522

Attorneys for Defendant

CERTIFICATE OF SERVICE

This is to certify that a true and correct copy of the foregoing Notice of Removal has been served on all counsel of record via certified mail – return receipt requested, on this the 30th day of October, 2013.

Debra V. Jennings 6140 Hwy. # 6, # 269 Houston, Texas 77459 Attorney for Plaintiff Via CMRRR # 7009 1680 0001 2575 2218

/s/ Gerald Bright
Gerald Bright/David Craft

INDEX OF DOCUMENTS

<u>Docu</u>	ment	Filing Date
1.	State Court Electronic Docket Sheet	
2.	Original Petition	9/20/2013
3.	Citation (with copies of Plaintiff's Petition and the the original envelope including the certified mail number of this service by mail)	9/20/2013
4.	Tracking Information Showing Date of Service/Delivery of Petition Served by Certified Mail	9/30/2013
5.	Defendant's Motion to Transfer Venue and Original Answer	10/13/2013

HCDistrictclerk.com

HARRY, IBIM vs. DALLAS HOUSING AUTHORITY

10/30/2013

Cause: 201356013

CDI: 7

Court: 270

APPEALS

No Appeals found.

COST STATMENTS

No Cost Statments found.

TRANSFERS

No Transfers found.

POST TRIAL WRITS

No Post Trial Writs found.

ABSTRACTS

No Abstracts found.

SETTINGS

No Settings found.

NOTICES

No Notices found.

DOCUMENTS

Proper credentials required. Please login or contact Harris County District Clerk's Office at (713) 755-7300.

SUMMARY

CASE DETAILS

9/20/2013

COURT DETAILS

File Date

Civil Intake 1st Floor

Court

Address

201 CAROLINE (Floor: 13)

Case (Cause) Location Case (Cause) Status

Active - Civil

HOUSTON, TX 77002

270th

Phone:7133686400

DISCRIMINATION

Case (Cause) Type

JudgeName

Brent Gamble

EXHIBIT

Next/Last Setting Date

N/A

Court Type

Çivil

Jury Fee Paid Date

N/A

ACTIVE PARTIES

Name

Type

Post Attorney

Jdgm

HARRY, IBIM

PLAINTIFF - CIVIL

JENNINGS, DEBRA VERA

DALLAS HOUSING AUTHORITY

DEFENDANT - CIVIL

BRIGHT, **GERALD** VINCENT

file://C:\Documents and Settings\wayne_wiley\Desktop\Office of Harris County District ...

DALLAS HOUSING AUTHORITY BY SERVING THROUGH ITS GENERAL COUNSEL

DEFENDANT - CIVIL

INACTIVE PARTIES

No inactive parties found.

JUDGMENT/EVENTS

Date	Description	Order Post Pgs Volume Filing				Person
		Signed	Jdgm	/Page	Attorney	Filing
10/17/2013	ANSWER ORIGINAL PETITION		0		BRIGHT, GERALD VINCENT	DALLAS HOUSING AUTHORITY
9/20/2013	ORIGINAL PETITION		0		JENNINGS, DEBRA VERA	HARRY, IBIM

SERVICES

Type	Status	Instrumen	t Person	Requested	Issued	Served Returned Received	Tracking	Deliver
							_	To
CITATION CORPORAT	SERVICE E ISSUED/IN POSSESSION OF SERVING AGENCY		DALLAS HOUSING AUTHORITY BY SERVING THROUGH ITS GENERAL COUNSEL	9/20/2013	9/20/2013		72949531	ATTORNEY PICK-UP

2013 56013 CAUSE NO. _____

IBIM HARRY

\$ IN THE DISTRICT COURT

\$
Plaintiff,

vs.

\$ 210 JUDICIAL DISTRICT

\$
DALLAS HOUSING

AUTHORITY

Defendant,

\$ HARRIS COUNTY, TEXAS

ORIGINAL PETITION

TO THE HONORABLE JUDGE OF SAID COURT:

NOW COMES, Ibim Harry, hereinafter called Plaintiff and files this Original Petition complaining of and about Dallas Housing Authority hereinafter called Defendant, and for cause of action shows unto the Court the following:

1.

PARTIES AND SERVICE

- 1. Plaintiff, Ibim Harry, is an individual who resides in Harris County, Texas.
- 2. Defendant, Dallas Housing Authority can be served through its General Counsel, Gregory Mays, 3939 North Hampton Road, Dallas, Texas 75212.

JURISDICTION AND VENUE

1. This is state law based employment discrimination case.

Plaintiff alleges the Defendant violated his civil rights afforded by the

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Texas Labor Code and Title VII of the Civil Rights Act of 1964, 42 U.S.C. §2000e et seq. (1991 as amended based on his race, national origin racial discrimination and discrimination arising from a racially hostile work environment.

- 2. The discriminatory acts alleged herein all occurred within the State of Texas when Ibim Harry a Harris County resident was recruited and hired by Dallas Housing Authority.
- 3. All conditions precedent has been satisfied. Ibim Harry has exhausted all administrative remedies with the Equal Employment Opportunity Commission and The Texas Workforce Commission Civil Rights Division and a right to sue letter has been issued and a notice of right to file civil action. This lawsuit is timely filed.

II.

FACTS

RACIALLY HOSTILE WORKING ENVIRONMENT, RACE AND NATIONAL ORIGIN DISCRIMNATION, RACIAL HARASSMENT AND RETALIATION

1. Plaintiff, Mr. Ibim Harry, a black male from Nigeria was hired by Dallas Housing Authority on August 17, 2009 as an Administrator. He was recruited from the Houston Housing Authority by the Chief Executive Office of

Dallas, because of his outstanding job performance in Houston, Texas. The job involved interaction with various staff persons in a highly visible position. The plaintiff's role in Dallas was to improve the office overall performance and productivity as an agency. The agency was in a troubled status. The plaintiff was met with resistance by workers who were accustomed to underperforming their jobs. Staff found it very difficult to accept Mr. Harry and take instructions from a person of African origin with a different background. Mr. Harry's first year in Dallas, his level of job performance was exceed standards and was given a merit raise for performance.

Mr. Harry was subjected to a hostile working environment by his supervisors and denied a transfer because of his national origin, Nigerian and race, black. He was physically assaulted and battered by Mr. Terrence Davis and referred to as a "F-king African". Mr. Harry complained to Mr. Sam Grader, Vice President of Voucher Program regarding how staff was treating him differently because of his national origin, offensive comments, being singled out, staff pretending as thought they did not understand his instructions because of his accent and not respecting his authority because he is Nigerian. Mr. Harry did not receive any support from management and his authority was further undermined.

On or about August 10, 2012, Mr. Harry informed Ms. Sherry Melvin, supervisors that he was being discriminated against and treated differently because

of his national origin/cultural background. Grader and Melvin did nothing to investigate or remedy his complaints. Mr. Harry's overall job performance went from exceeds standards to does not meet standard. Two months after his second complaint of discrimination, Mr. Harry was discharged on October 5, 2012, allegedly for not meeting performance standards, when the discharge was in retaliation for Mr. Harry lodging his complaints of discrimination. The Dallas Housing Authority failed to follow its own internal disciplinary policy in discharging Mr. Harry's employment and treated him differently from non-Nigerians and non-blacks in the same or similar position. Dallas Housing authority has in the past practice either moved or demoted others in leadership position with performance related issues. Mr. Harry was not offered the same opportunity due to his national origin and cultural background.

The details of Mr. Harry's complaints are spelled out in his June 1, 2013, correspondence to the Dallas Housing Authority's Board of Commissioners. Mr. Harry has been discriminated against because of his national origin, Nigerian and in retaliation for his previous protected activity complaints in violation of Texas Labor Code and Title VII of the Civil Rights Act of 1964, as amended.

RESPONDEAT SUPERIOR

1. At and during the time of the acts and/or omissions complained of herein, said acts and/or omissions of any employee including Mr. Terrence Davis, Sam

Grader and Ms. Sherry Melvin of Dallas Housing Authority, Defendant, occurred within the scope of the general authority and for the accomplishment of the objectives for which such employee was employed.

2. Defendant Dallas Housing Authority is therefore liable to Plaintiff for the acts and/or omissions of any such employee complained of herein under the doctrine of respondent superior.

ECONOMIC AND ACTUAL DAMAGES

- 1. Plaintiff sustained the following economic and actual damages as a result of the actions and/or omissions of Defendant described hereinabove:
 - (a) Out-of-pocket expenses; back pay and front pay;
 - (b) Lost earnings; Lost of benefits
 - (c) Expenses for psychiatric care and monitoring;
 - (d) Expenses for psychological care and counseling;
 - (e) Reasonable medical care and expenses in the past;
 - (f) Reasonable and necessary medical care and expenses which will in all reasonable probability be incurred in the future.
 - (g) mental anguish in the past and future, emotional distress in the past and future
- (h) attorney's fees and all expenses, inconveniences and cost incurred by Ibim Harry.

2. As a result of such acts, practices and/or omissions, Plaintiff sustained a high degree of mental pain and distress of such nature, duration and severity that would permit the recovery of damages for mental anguish pursuant to the Texas Labor Code and Title VII and for which Plaintiff hereby sues in an amount in excess of the minimum jurisdictional limits of this Court.

EXEMPLARY DAMAGES

3. Plaintiff would further show that the acts and omissions of Defendant complained of herein were committed knowingly, willfully, intentionally, with actual awareness, and with the specific and predetermined intention of enriching said Defendant at the expense of Plaintiff. In order to punish said Defendant for such unconscionable overreaching and to deter such actions and/or omissions in the future, Plaintiff also seeks recovery from Defendants for exemplary damages as provided by Section 41.003(1) of the Texas Civil Practice and Remedies Code.

ATTORNEY'S FEES

1. Request is made for all costs, interest and reasonable and necessary attorney's fees under the Texas Labor Code and Title VII of the Civil Rights Act of 1964, as amended incurred by or on behalf of Plaintiff herein, including all fees necessary in the event of an appeal.

PRAYER

WHEREFORE, PREMISES CONSIDERED, Plaintiff, Ibim Harry, respectfully prays that the Defendant be cited to appear and answer herein, and that upon a final hearing of the cause, judgment be entered for the Plaintiff against Defendant, for the economic and actual damages requested hereinabove in an amount in excess of the minimum jurisdictional limits of the Court, together with prejudgment and post judgment interest at the maximum rate allowed by law, attorney's fees, costs of court, exemplary damages and such other and further relief to which the Plaintiff may be entitled at law or in equity, whether pled or rumpled.

Respectfully submitted,

/s/ Debra V. Jennings

Debra Jewnings

State Bar No. 10631850

6140 HWY # 6, # 269

Houston, Texas 77459

Tel. (832) 230-4455

Fax. (832) 230-4452

Notacy Public	
day of, 20	SWORN TO AND SUBSCRIBED BEFORE ME. on this
, known to me to be the person whose signature by me duly sworn, he/she stated that this citation was	On his day, known to me to be the person whose signature appears on the foregoing return, personally appeared. After being by one duly sworn, he/she stated that this citation was executed by him/her in the exact manner recited on the return.
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(signature of officer)	
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(street address) [city]	the date of delivery thereon, and executed it at
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201 Caroline, Houston, Texas 77002 P.O. Box 4651, Houston, Texas 77210	EBRA VERA #269
Miris (Laniel CHRIS DANIEL, District Clerk Harris County, Texas	Lasting at request of
Court, at Houston, Texas, this <u>20th</u> day of	This Citation was issued under my hand and seal of said Court, at Houston, Texas, this Segmenther . 20 13.
	TO OFFICER SERVING:
If you or your attorney do not fale a written auswer with the pday next following the expiration of 20 days after you were n against you.	YOU HAYE BEEN SUED; you may employ an antorney. If you or your attorney do not file a written answer with the District Clerk who issued this citation by 10:90 a.m. on the Monday next following the expiration of 20 days after you were served this citation and petition, a default judgment may be taken against you.
niber , 20 13 , in the cribes the claim against you.	This instrument was filed on the 20th day of September above cited cause number and court. The instrument attached describes the claim against you
	Attached is a copy of ORIGINAL PETITION
	3939 NORTH HAMPTON ROAD DALLAS TX 75212
ITS GENERAL COUNSEL	TO: DALLAS HOUSING AUTHORITY BY SERVING THEOUGH ITS GENERAL COUNSEL GREGORY MAYS
RFORATE	CITATION CORPORATE THE STATE OF TEXAS County of Harris
Harris County, Texas	VS. DEFENDANT: DALLAS HOUSING AUTHORITY
	PLAINTIFF: EARRY, 191M
201356013	CAUSE NUMBER
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	Received DHA

EXHIBIT

3

CAUSE NO. 2013 58013

IBIM HARRY

\$ IN THE DISTRICT COURT

Plaintiff,

\$ \$

Vs. \$ \$

DALLAS HOUSING \$
AUTHORITY \$
Defendant, \$
HARRIS COUNTY, TEXAS

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- Expenses for psychiatric care and monitoring:

 Expenses for psychological care and counseling:
- Reasonable medical care and expenses in the past;

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- (g) mental anguish in the past and future, emotional distress in the past and future $% \left(1\right) =\left(1\right) +\left(1\right$
- (h) attorney's fees and all expenses, inconveniences and cost

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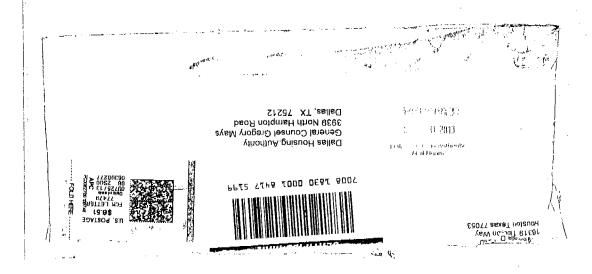
EXEMPLARY DAMAGES

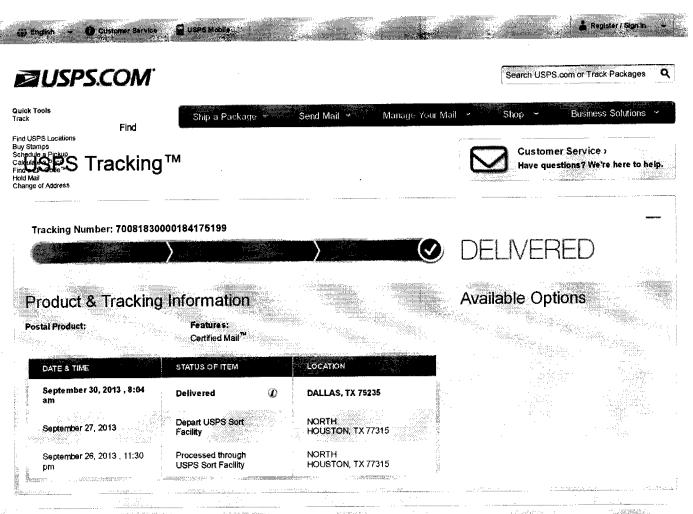
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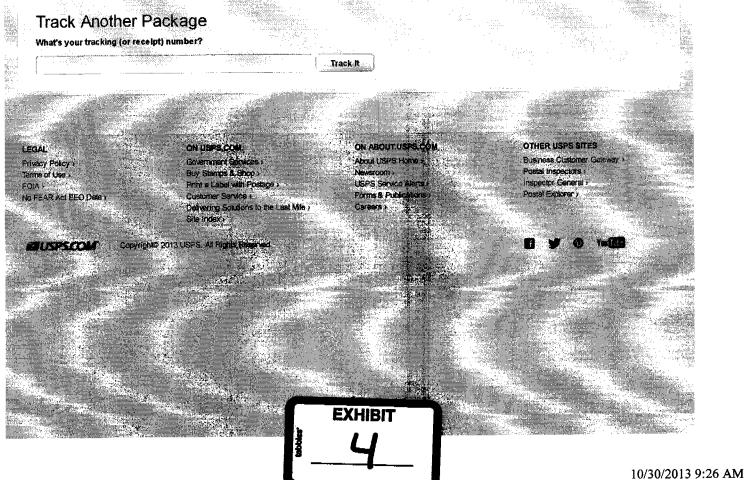
ATTORNEY'S FEES

1. Request is made for all costs, interest and reasonable and necessary attorney's fees under the Texas Labor Code and Title VII of the Civil Rights Act of 1964, as amended incurred by or on behalf of Plaintiff herein, including all fees necessary in the event of an appeal.

PRAYER







関配却3のctober 17 P2:4 Chris Daniel - District Cle Harris County ED101J017774975 By: john scott

CAUSE NO. 2013-56013

IBIM HARRY,	§	IN THE DISTRICT COURT
, in the second	§	
Plaintiff,	§	
	§	
VS.	§	OF HARRIS COUNTY, TEXAS
	§	
DALLAS HOUSING AUTHORITY,	§	
	§	
Defendant.	§	270 TH JUDICIAL DISTRICT

DEFENDANT DALLAS HOUSING AUTHORITY'S MOTION TO TRANSFER VENUE AND ORIGINAL ANSWER

TO THE HONORABLE JUDGE OF SAID COURT:

COMES NOW, Dallas Housing Authority ("DHA"), Defendant, and in response to Plaintiff's Original Petition (hereinafter referred to as "Plaintiff's Petition"), respectfully presents the following:

I.

MOTION TO TRANSFER VENUE

Defendant files this motion to transfer venue contemporaneously with its original answer and asks the Court to transfer this case to Dallas County.

- 1. Plaintiff sued Defendants in Dallas County, Texas, for employment discrimination.
- 2. Harris County is not a county of proper venue as alleged by Plaintiff.
- This case should be transferred to Dallas County because venue is mandatory in Dallas County under Tex.Civ.P. & Rem.C. §§ 15.002(a)(1), 15.002(a)(3); 15.002(a)(4); 15.0151; and 101.102.

Defendant's Motion to Transfer Venue and Original Answer - Page 1

Defendant's Original Answer

- Specifically, any complaints made by Plaintiff had to have arisen, if at all, when Plaintiff was employed by the DHA in Dallas County, Texas. Thus, venue is mandatory in Dallas County based upon Tex.Civ.P. & Rem.C. § 15.002(a)(1) for this reason, in addition to Tex.Civ.P. & Rem.C. § 15.002(a)(2) and § 15.0151 because the Dallas Housing Authority's principal office is located in Dallas County, Texas. In addition, upon information and belief, Plaintiff was a resident of Dallas County, Texas when his purported cause of action accrued, and therefore, venue is mandatory in Dallas County pursuant to Tex.Civ.P. & Rem.C. § 15.002(a)(4). Finally, to the extent that Plaintiff seeks to assert claims under the Texas Tort Claims Act, Tex.Civ.P. & Rem.C. § 101.001 et seq., venue is mandatory in the county where the cause of action or a part of the cause of action arises. See Wilson v. Texas Parks & Wildlife, 886 S.W.2d 259, 262 (Tex.1994).
- 5. For the above reasons, venue is mandatory and proper in Dallas County, Texas.
- As a result, this Court should transfer this case to Dallas County, Texas, and Defendant therefore asks the Court to set its motion to transfer venue for hearing and, after the hearing, grant Defendant's motion to transfer venue and transfer this case to Dallas County.

II.

GENERAL DENIAL

Defendant invokes the provisions of Rule 92, Texas Rules of Civil Procedure, and hereby exercises its legal right to require Plaintiff to prove all of the allegations contained in his pleadings by a preponderance of the evidence, if Plaintiff can so prove them, and, accordingly,

4.

Defendant denies each and every, all and singular, the allegations contained in Plaintiff's Petition, and demands strict proof thereof.

III.

AFFIRMATIVE DEFENSES

Defendant asserts as an affirmative defense, if same be necessary, the affirmative defense of failure to mitigate.

Defendant asserts as an affirmative defense, if same be necessary, the affirmative defense of offset.

Defendant affirmatively pleads that any complained of employment decisions were based upon legitimate and nondiscriminatory reasons, and that Defendant did not harass Plaintiff, discriminate against Plaintiff or retaliate against Plaintiff.

Defendant asserts as an affirmative defense, if same be necessary, that it exercised reasonable care to prevent and/or correct promptly any harassing behavior in the workplace, and that Plaintiff unreasonably failed to take advantage of any available preventive or corrective opportunities available to him.

Defendant asserts as an affirmative defense, if same be necessary, that Plaintiff cannot show that he was either replaced by someone outside the protected class; that he was replaced by someone of a different race or national origin; or that he was otherwise discharged because of race or national origin.

Defendant asserts as an affirmative defense, if same be necessary, that Plaintiff cannot demonstrate that he was subjected to unwelcome harassment, and that such harassment was sufficiently severe or pervasive so as to alter the conditions of employment and create an abusive working environment.

Case 3:14-cv-00482-M Document 1 Filed 10/30/13 Page 26 of 27 PageID 26

Defendant asserts as an affirmative defense, if same be necessary, that punitive damages

are not recoverable against a governmental entity, per Texas Labor Code § 21.2585(2), and that

Plaintiff's compensatory damages (if any) are limited under Texas Labor Code § 21.2585.

Defendant affirmatively pleads that that the acts complained of by Plaintiff were not

caused by any constitutionally defective official policy or custom of the DHA.

Defendant asserts as an affirmative defense, if same be necessary, that all of the acts

complained of in Plaintiff's Original Petition against the DHA are specifically exempted from

the application of the waiver of immunity in the Texas Tort Claims Act, under which Plaintiff

must base his claims, and the DHA is immune from liability and/or suit.

WHEREFORE, PREMISES CONSIDERED, Defendant prays that Plaintiff take nothing

by reason of this lawsuit and for such other and further relief, both general and special, to which

Defendant may be justly entitled either at law or equity.

Respectfully submitted,

WALKER BRIGHT P.C.

100 North Central Expressway, Suite 800

Richardson, Texas 75080

Telephone: 1 (972) 744-0192

Facsimile: / (972) 744-0067

BY!

Gerald Bright

State Bar No. 02991720

David L. Craft

State Bar No. 00790522

ATTORNEYS FOR DEFENDANT

CERTIFICATE OF SERVICE

This is to certify that a true and correct copy of the foregoing Defendant's Original Answer has been sent to opposing counsel and/or the persons listed below by facsimile, as reflected below, on this the <u>irw</u> day of October, 2013.

Debra Jennings 6140 Hwy. 6, #269 Houston, Texas 77459 Attorney for Plaintiff Via Facsimile @ (832)230-4452

Gerald Bright/David L. Craft